

6.31.05 COVID-19 Pandemic Face Covering Policy

A. **Policy Statement.** This policy is issued to contribute to the health and safety of the University community during the ongoing COVID-19 pandemic, and to align with federal and state laws and regulations, the governor’s executive orders, and guidance from the Oregon Health Authority (OHA), the Centers for Disease Control and Prevention (CDC), and the Higher Education Coordinating Commission. This policy may be revised to align with federal, state, and local guidance as the public health response evolves.

B. **Applicability.** This policy applies to all persons (such as University employees, students, volunteers, visitors, and community members) at all campus locations and University regional centers, and during all University sponsored events and activities.

C. Face Coverings

1. A face covering is an item affixed to the face to help prevent the spread of the COVID-19 virus, including cloth garments that cover the nose and mouth, medical-grade masks, respirator quality masks such as “N95” grade face masks, and particulate cartridge-type respirator personal protection equipment (PPE).

2. When used with standard distancing and hygiene measures, face coverings serve as an essential public health measure to reduce the spread of infection across all University settings. Face coverings are particularly important in spaces where physical distancing may be difficult, or when working in enclosed spaces shared by other people.

3. Face coverings shall be used in combination with other exposure reduction and coronavirus prevention measures, such as physical distancing and proper hand washing.

D. Use of Face Coverings

1. The University requires the use of face coverings by persons in enclosed public and common areas and in outdoor areas where physical distancing is not easily maintained.

2. Examples of settings that require the use of face coverings include:

a. Common areas within University-owned and -leased buildings (such as, hallways, doorways, elevators, stairwells, etc.);

b. In-person classroom settings;

c. Shared lab spaces, including computer labs;

d. The bookstore, library, dining areas (except as described below) and similar settings;

- e. High-density shared outdoor spaces (e.g., busy sidewalks);
- f. University owned, rented, or leased vehicles with more than one occupant; and
- g. Other spaces as designated by the University Coronavirus Response Coordinator.

3. Notwithstanding the foregoing, the use of face coverings is prohibited in the following circumstances:

a. When use goes against documented industry best practices for a specific position, or by law or regulation, including the use of standard PPE per Occupational Safety and Health Administration standards;

b. When engaging in physically demanding activities that require high rates of respiration, such as exercising, athletic sports, and strenuous physical labor;

c. By an individual under the age of two;

d. By an individual who is unable to remove the covering without assistance;

e. By individuals with qualifying medically documented conditions that prevent them from wearing any face covering; and

f. In other settings as determined by the University Coronavirus Response Coordinator (or designee) or the Human Resources Department.

4. Use of face coverings is optional when neither required nor prohibited, including:

a. When working alone in an enclosed workspace in which physical distancing can be maintained;

b. When the sole occupant of a vehicle owned, rented, or leased by the University;

c. When seated in a group dining setting where physical distancing standards have been maintained; and

d. When working outdoors, as long as a distance of at least six (6) feet is maintained at all times.

E. Enforcement

1. The COVID-19 pandemic threatens the lives, health, and prosperity of people within the

University community and of people in contact with members of our community. It also threatens our very ability to live and work together as a community and a place of learning. It is vital that all those who are required to wear face coverings do so. At the same time, it is important that members of the university community recognize that some of our fellow community members will be exempt from this policy, for either medical or other reasons, and that their privacy should be respected. Persons who observe apparent violations of this policy are encouraged to report them to campus security or to the university COVID-19 Compliance website. As always, employee or student conduct which is bullying, harassing, or otherwise violates law or university policy is subject to discipline.

2. Official responses to initial violations of this policy shall focus on education. Persons who have neglected to bring a required face covering (or who were unaware of the requirement to have one) will be provided with one by the University or will be required to relocate to a place where a face covering is not required by this policy.

3. Persons who engage in repeated, knowing, or willful violation of this policy are subject to discipline (in the case of employees or students) or exclusion from campus (in the case of visitors).

4. The University Coronavirus Response Coordinator and HR Director are authorized to interpret this policy and grant exceptions to it. Employees and students seeking exceptions should address their requests to these officials. Examples of settings in which an exemption might be granted include:

- a. Settings where the use of a face covering places the wearer at risk of heat related illness,
- b. Settings where a face covering may become saturated or otherwise interfere with proper respiration,
- c. Settings where a face covering might get caught in machinery, or
- d. As an accommodation under the Americans with Disabilities Act.

Approval History:

1. Codification and amendment as University policy approved on an interim basis by the President on 07-02-2020.
2. Revision approved on an interim basis by the President on 07-14-2020.